The regular meeting of the Groton Board of Education was held on November 28, 2011, in Conference Room 1, at the Town Hall Annex.

I. CALL TO ORDER

The meeting was called to order by Mr. Brian Shirvell, Board Chairperson, at 7:07 p.m.

The first order of business was the Pledge of Allegiance to the Flag led by Mrs. Volkmann.

PRESENT

Mr. Brian Shirvell, Chairperson
Dr. Kirsten Hoyt, Vice Chairperson
Mrs. Patricia Doyle
Mrs. Elizabeth Gianacoplos
Mr. Robert Peruzzotti
Mrs. Rita Volkmann
Mrs. Beverly Washington
Mr. Chaz Zezulka

ABSENT

Mrs. Jen Sim

Mr. Paul J. Kadri, Superintendent of Schools
Mrs. Laurie LePine, Director of Human Resource Services
Mrs. Mary Anne Butler, Assistant Superintendent for Curriculum and Instruction
Mrs. Carolyn Dickey, Business Manager
Mrs. Denise Doolittle, Director of Pupil Personnel Services
Mr. Wesley Greenleaf, Director of Buildings and Grounds
Ms. Amy Semerjian, Principal Analyst & Grants Investigator

Mr. Matthew Buechel, Student Representative

Mr. Jaryn Burgis, Student Representative

B. COMMENTS FROM CITIZENS

1. Mr. Andrew Parrella, 790 Eastern Point Road, thanked the Board members who have served on behalf of the children of Groton, and in particular, Mr. Shirvell and his leadership as Chair which hasn’t always been easy. He noted that PAC was very happy that the Town Council had a joint meeting with the Superintendent and the Board Chair. He further pointed out key points of that meeting.
B. COMMENTS FROM CITIZENS – cont.

2. Mrs. Karen Podurgiel, 70 Ocean View Avenue, asked the Board to reconsider the closing of a middle school stating that the timeline is very tight. She suggested that the Board consider closing a middle school in the 2013-2014 school year.

3. Mrs. Leah Kennedy, Cedar Road, thanked the Board for holding the community forums. She urged the Board to consider Mrs. Podurgiel’s suggestion regarding the closing of a middle school in the 2013-2014 school year. She stated that there are people who would be happy to work with the Board on developing a plan.

C. RECOGNITION AND PARTICIPATION AND DELEGATIONS

Mr. Shirvell acknowledged Mr. Arcarese, Principal of Fitch High School.

II. RESPONSE TO COMMENTS FROM CITIZENS

1. Mr. Shirvell showed concern over the recent buzz in the community around asking the Board to rescind their vote to close a middle school. Mr. Shirvell outlined in great detail the financial short fall the Board is facing and the realistic possibility that the Town Council and RTM will force a 0% budget increase again this year. The fear is that if we don’t start planning for consolidation now, we will be forced into it with no time for advance planning for physical space for students. Without the Board’s vote, we cannot begin the process for acquiring and moving portables. A last minute decision at budget time could force the Board to keep Fitch Middle open and close one of the other schools because of the lack of space for students in the other two schools. He reiterated that this was his perception, not the perception of the Board.

2. Mrs. Gianacoplos stated that there are clear financial issues that need to be addressed. She also noted the summary of the recent forums will be put on-line.

3. Mr. Peruzzotti stated that the Town Council is responsible for buildings and the only thing the Board can do is suggest and develop through educational specifications what they would like to see.

4. Mrs. Gianacoplos strongly urged people to not only attend Board meetings but to attend Town Council meetings to voice their opinion on this issue.

5. Dr. Hoyt stated that, having looked at all the comments received as a result of the community forums, it appears that there isn’t a huge objection to the fact that one of the middle schools needs to close. She noted that everyone recognizes that this is on the table and probably really needs to happen. Further, it’s the planning and communication and the parent buy-in where the Board has failed. Lastly, she hopes the public can see that the Board is trying to make improvements in that area and she wishes that the Board wasn’t looking at a 3.7 million dollars shortfall and had another year to address this issue.
III. ADMINISTRATIVE REPORTS

A. REPORTS AND INFORMATION FROM STAFF

1. Language Arts Curriculum

Mrs. Butler stated that the Language Arts Curriculum was aligned with the Common Core Standards. Mrs. Butler introduced Mrs. Donna Duley, Elementary Curriculum Coordinator, Ms. Laura Quashnic (WSM), Ms. Jennifer Holberton (FHS), Ms. Jackie Schaefer (NEA), Judy Leonard (NEA), and Hilary Baude (MM) who gave an overview of the Language Arts Curriculum and its development.

B. SUPERINTENDENT’S REPORT

1. Update on MS Consolidation Meetings/Information [ATTACHMENTS #1, 2, 3]

Mr. Kadri shared three handouts: (1) overview of the district’s financial situation-savings and expenses; (2) the team breakdown for building A and building B as a result of a request by the Communications Committee; and (3) Middle School Consolidation suggested topics for upcoming forums.

2. Brief discussion on Responses to Citizens

Mr. Kadri stated that the Communications Committee has discussed how the Board responds to citizens. Mr. Kadri stated that the Superintendent and the Cabinet address concerns that are shared with Board members and the whole Board with a response to the individual as well as the full Board. He further noted that concerns that come up at meetings cannot be responded to at that time. However, it is suggested that a response be given at the next Board meeting.

3. Monthly Review

This month the Board went to the CABLE/CAPSS Convention and Groton was again recognized with the Board of Distinction Award. Groton was one of ten districts so honored.

4. Good News

Charles Barnum School was again recognized for its outstanding achievement on the AYP measurement. They were rewarded with two articles on the Department of Defense website.

5. Volunteers – Month of October

There were 679 volunteers who generated 4681 volunteer hours.
IV. COMMITTEE REPORTS

1. District Quality Council: There was no report.

2. Finance Committee: Mr. Zezulka stated that the Finance Committee met three weeks ago and discussed the raising of tuition rates and the audit adjustment.

3. Communications Committee: Mrs. Doyle stated that the Communications Committee met tonight and discussed the plan for closing a middle school and redistricting and how it will be handled. The Communications Committee discussed what went well with the community forums and how to craft the survey that will go out to the general public as well as the upcoming forums mentioned by the Superintendent. Also discussed was a district plan on communications with stakeholders and how to get responses back to those stakeholders.

4. Negotiations Committee: There was no report.

5. LEARN: Mrs. Volkmann stated that LEARN met on November 10, 2011 and had a presentation from David Kline, Superintendent of NFA, on the roles and responsibilities of Boards of Education and the Superintendent of Schools.

6. Wellness Committee: Mrs. Doyle stated that the Wellness Committee met two weeks ago and discussed wrapping up the Tobacco Grant, having a health staff challenge in conjunction with Lawrence & Memorial Hospital amongst schools and that they had new representatives at the meeting.

7. Policy Committee: Mrs. Gianacoplos stated that the Policy Committee met tonight and discussed the Bullying Policy, the Social Networking Policy, and Out-of-District Tuition for Seniors.
IV. COMMITTEE REPORTS – cont.

8. Curriculum Committee:
   Dr. Hoyt stated that the Curriculum Committee met this month and had a presentation on the Language Arts Curriculum.

9. Facilities Committee:
   There was no report.

10. Groton Parent Council:
    Dr. Hoyt stated that the Groton Parent Council met and that Mrs. Butler brought a list of topics and they discussed fundraising efforts and how to get the word out.

11. Town & City Councils/RTM/BOF Liaison Committee:
    There was no report.

12. GEA/AGSA Liaison Committee:
    There was no report.

13. Committee of the Whole:
    Mrs. Washington stated that the Committee of the Whole met and had a presentation on the CMT/CAPT scores.

14. CABE:
    Mrs. Washington stated that CABE met after the CABE/CAPSS Convention and they had an excellent evaluation.

V. ACTION ITEMS

A. CONSENT CALENDAR

1. RESOLUTION ACCEPTING BOARD MINUTES
   RESOLVED, that the minutes of the Special Meetings October 24, 2011 (Baseball Field), October 24, 2011, November 14, 2011 (Baseball Field), are hereby accepted and approved.

2. RESOLUTION ACCEPTING WARRANTS
   RESOLVED, that the Warrants dated November 28, 2011 are hereby accepted and approved.
A. CONSENT CALENDAR – CONT.

3. RESOLUTION ACCEPTING GIFTS

RESOLVED, that the Board hereby accepts gifts to the Groton Public Schools as follows:

- The Coast Guard donated, at the request of Pam Neidig, 11 laptops to Fitch High School at a value of $50.00 per unit for a total donation value of $550.00.
- The Eastern Connecticut Workforce Investment Board (EWIB) made a donation of $1,400.00 to the Aluminum Falcons: Team 2168.
- The Applied Physical Sciences Corp made a donation of $5,000.00 to the Fitch High School Robotics Team.
- Ms. Montana Woods, daughter of Mr. and Mrs. Steven Woods, made a donation of a ¼ Scherl & Roth Violin to the S. B. Butler Orchestra Program.
- The Electric Boat United Way Campaign (James Corcoran) made a donation of $8.58 to the Fitch High School Robotics Team.
- The Electric Boat United Way Campaign (Tina Entwistle) made a donation of $8.58 to the Fitch High School Robotics Team.
- The Electric Boat United Way Campaign (Aram Mead) made a donation of $57.20 to the Fitch High School Robotics Team.

A motion was made by Mr. Peruzzotti and seconded by Mr. Zezulka.

PASSED - UNANIMOUSLY

B. OLD BUSINESS

NONE

C. NEW BUSINESS

1. REVISED TUITION RATES FOR 2011-2012

WHEREAS, the Superintendent and Business Manager have established a more detailed cost chart for students who attend our schools from other districts, specifically with respect to full-day Kindergarten and the New Beginnings Program, and

WHEREAS, the Superintendent and Business Manager recommend adoption of the rates listed on the revised chart found in the exhibit to the Board of Education, and
C. NEW BUSINESS – cont.

WHEREAS, the Finance Committee has reviewed and approved the revised rates; therefore be it

RESOLVED, that upon the recommendation of the Superintendent of Schools and the Business Manager, the Board of Education approves the 2011-2012 revised tuition rate-chart for students attending the Groton Public Schools from other districts.

A motion was made by Mr. Zczulka and seconded by Dr. Hoyt.

PASSED – UNANIMOUSLY

2. APPROVAL OF THE LANGUAGE ARTS CURRICULUM, Grades PreK-9, for 2011-2012

WHEREAS, the district Language Arts Writing Committee developed the Draft of the Language Arts Curriculum, Grades Pre-K-9, for the 2011-2012 school year, and

WHEREAS, the district Language Arts Writing Committee presented the overview of the Draft of the Language Arts Curriculum, Grades Pre-K-9, to the Board of Education Curriculum Committee on September 12, 2011, and

WHEREAS, the Draft of the Language Arts Curriculum, Grades Pre-K-9, will be implemented during the 2011-2012 school year, and

WHEREAS, the cost of all supplementary materials are included in the 2011-2012 budget; therefore, be it

RESOLVED, that upon the recommendation of the Board of Education Curriculum Committee and the Superintendent of Schools, the Board of Education adopts the Draft of the Language Arts Curriculum, Grades Pre-K-9, as presented.

A motion was made by Dr. Hoyt and seconded by Mr. Zczulka.

PASSED – UNANIMOUSLY
3. RATIFICATION OF THE TENTATIVE COLLECTIVE BARGAINING AGREEMENT WITH THE ASSOCIATION OF GROTON SCHOOL ADMINISTRATORS

WHEREAS, the collective bargaining agreement between the Groton Board of Education and the Association of Groton School Administrators will expire on June 30, 2012, and

WHEREAS, Connecticut General Statute requires the Board of Education and the Association of Groton School Administrators to negotiate a successor contract, and

WHEREAS, the Negotiations Committee and the Association of Groton School Administrators have negotiated a tentative successor contract for the period of July 1, 2012 through June 30, 2015, and

WHEREAS, the Association of Groton School Administrators membership ratified the collective bargaining agreement on October 25, 2011; therefore, be it

RESOLVED, that upon the recommendation of the Negotiations Committee and the Superintendent of Schools, the Board of Education ratifies the tentative collective bargaining agreement with the Association of Groton School Administrators for the period of July 1, 2012 through June 30, 2015.

A motion was made by Mrs. Volkmann and seconded by Mrs. Washington.

Mrs. Volkmann shared the highlights of the settlement reached with the AGSA [ATTACHMENT #4].

YES – Doyle, Hoyt, Peruzzotti, Volkmann, Washington, Zezulka
ABSTAINED – Gianacoplos

PASSED
C. NEW BUSINESS – cont.

4. RATIFICATION OF THE TENTATIVE COLLECTIVE BARGAINING AGREEMENT INCORPORATING AN AMENDMENT TO THE EXISTING AGREEMENT WITH THE CSEA, SEIU Local 2001 GROTON PARAPROFESSIONALS CHAPTER

WHEREAS, the collective bargaining agreement between the Groton Board of Education and the CSEA, SEIU Local 2001 Groton Paraprofessional Chapter will expire on June 30, 2012, and

WHEREAS, the Negotiations Committee and the CSEA, SEIU Local 2001 Groton Paraprofessional Chapter have negotiated an amendment to the existing agreement for the period of December 1, 2011 to June 30, 2012, and

WHEREAS, the CSEA, SEIU Local 2001 Groton Paraprofessional Chapter membership ratified the amendment to the existing collective bargaining agreement on November 10, 2011; therefore be it

RESOLVED, that upon the recommendation of the Negotiations Committee and the Superintendent of Schools, the Board of Education ratifies the tentative collective bargaining agreement incorporating a negotiated amendment with the CSEA, SEIU Local 2001 Groton Paraprofessional Chapter for the period of December 1, 2011 to June 30, 2012.

A motion was made by Mrs. Washington and seconded by Dr. Hoyt.

Mrs. Volkmann shared the highlights of the settlement reached with the non-union Paraprofessionals [ATTACHMENT #5].

YES – Doyle, Hoyt, Peruzzotti, Volkmann, Washington, Zezulka
ABSTAINED – Gianacoplos

PASSED

5. AUDIT ADJUSTMENTS FOR SCHOOL YEAR 2010-2011 TRANSFERRING FUNDS BETWEEN BUDGET FUNCTIONS

WHEREAS, there are audit adjustments for the 2010-2011 school year transferring funds between budget functions consistent with Groton Public Schools Policy 3160 and Connecticut General Statutes 10-222; therefore be it
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C. NEW BUSINESS – cont.

RESOLVED, that upon the recommendation of the Business Manager and the Superintendent of Schools, the Board of Education authorizes these audit adjustments. These adjustments transfer budget appropriations across functions to balance end of the year actual expenditures.

A motion was made by Mrs. Gianacoplos and seconded by Mr. Zezulka.

PASSED - UNANIMOUSLY

6. FIRST READING – PERSONNEL: EQUAL EMPLOYMENT/NON-DISCRIMINATION POLICY P4111.1

WHEREAS, the Policy Committee has reviewed the Equal Employment/Non-Discrimination Policy P4111.1, and recommends modifying language to mirror the district handbooks and State definitions; therefore be it

RESOLVED, that upon the recommendation of the Policy Committee and the Superintendent of Schools, the Board of Education, approves as a first reading, the Equal Employment/Non-Discrimination Policy P4111.1.

A motion was made by Mrs. Doyle and seconded by Mrs. Gianacoplos.

PASSED - UNANIMOUSLY

7. FIRST READING – STUDENTS: NON-DISCRIMINATION P5145.4

WHEREAS, the Policy Committee has reviewed the Non-Discrimination Policy P5145.4 and recommends modifying language to mirror the district handbooks and State definitions; therefore be it

RESOLVED, that upon the recommendation of the Policy Committee and the Superintendent of Schools, the Board of Education, approves as a first reading, the Non-Discrimination Policy P5145.4.

A motion was made by Mrs. Gianacoplos and seconded by Mr. Zezulka.

PASSED - UNANIMOUSLY

8. FIRST READING – BULLYING POLICY

WHEREAS, the Policy Committee has reviewed the Bullying Policy after sweeping regulations passed by the State, and
C. NEW BUSINESS -- cont.

WHEREAS, the proposed language aligns with the State requirements; therefore be it

RESOLVED, that upon the recommendation of the Policy Committee and the Superintendent of Schools, the Board of Education, approves as a first reading, the Bullying Policy, to be distributed at the meeting.

A motion was made by Mr. Peruzzotti and seconded by Mrs. Gianacoplos.

PASSED – UNANIMOUSLY

9. FIRST READING – SOCIAL NETWORKING POLICY

WHEREAS, the Policy Committee has reviewed the Social Networking Policy for the purpose of clearly defining the boundaries that need to be set as technology blends person and professional communications, and

WHEREAS, the Policy Committee has combined aspects of different policies it has found in other Connecticut districts to create a policy and matching procedure that meets their intended goals; therefore be it

RESOLVED, that upon the recommendation of the Policy Committee and the Superintendent of Schools, the Board of Education, approves as a first reading, the Social Networking Policy to be distributed at the meeting.

A motion was made by Dr. Hoyt and seconded by Mr. Zezulka to table the Social Networking Policy.

PASSED – UNANIMOUSLY

VI. INFORMATION AND PROPOSALS

A. LETTERS, COMMUNICATIONS, AND COMMENTS

1. Mr. Peruzzotti noted e-mails regarding the closing of a middle school. Mr. Peruzzotti also noted that he participated in a discussion regarding the X block at the high school.

2. Mrs. Volkmann noted the same e-mails; that she attended the CABE/CAPSS Convention last weekend – she stated that Dr. Graner, Ledyard Superintendent, and Mrs. Sharon Hightower, Ledyard Board Chair, gave a presentation on a working calendar. Mrs. Volkmann requested that this working calendar be put on the Referral List; requested that the Board received a report on the CMT/CAPT schools at all levels; that she received communications from the GEA requesting to meet with the Liaison Committee regarding sharing a climate survey conducted by the GEA.
A. LETTERS, COMMUNICATIONS, AND COMMENTS – cont.

3. Mrs. Washington noted the same e-mails; an e-mail from the GEA regarding the climate survey; an e-mail from the GEA regarding the Social Networking Policy; conversation with a parent regarding homecoming and the need for a dress code; and that she had e-mailed Mr. Kadri regarding the Board receiving a complete report on the CMT scores.

4. Mrs. Doyle noted the same e-mails; that she attended the CABE/CAPSS Convention; that she attended the Fitch High School Field Hockey Team Tournament held in New Fairfield – she shared a comment from a New Fairfield parent who gave high praise to the Fitch Hockey Team.

5. Mrs. Gianacoplos noted the same e-mails.

6. Mrs. Volkmann noted the FOI presentation with the Town Council, RTM and Board scheduled for December 13, 2011.

7. Mr. Zezulka noted that he attended the CABE/CAPSS Convention; that he received an e-mail tonight on what the Board can do regarding the closing of a middle school; he was Master of Ceremony of the Connecticut Teacher of Year which was held at the Bushnell in Hartford; and that he visited FMS, WSM, CMS, CK, CC, CB, and MM.

8. Mrs. Volkmann thanked Dr. Hoyt for organizing the three middle school community forums and for the summary she sent out.

9. Dr. Hoyt noted that she attended the three community meetings; that she attended the CABE/CAPSS Convention; that she received the same e-mails on the closing of a middle school; and she thanked those Board members who are able to visit the schools.

10. Mrs. Gianacoplos thanked Mr. Shirvell for leading the Board for the last year.

11. Mr. Kadri also thanked Mr. Shirvell for all his efforts on the Phase II Committee.

12. Mr. Shirvell stated that he received the same e-mails regarding the closing of a middle school and asked Board members who visited the middle schools if there were still concerns regarding the schedule.

Mr. Kadri asked that if there are concerns that they be forwarded to him.

VII. ADVANCE PLANNING

A. Future Meeting Dates and Calendar Items

As noted in the agenda.

Mrs. Washington asked for an update on SIT Teams in the district.
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B Suggested Agenda Items

NONE

VIII. ADJOURNMENT

A motion was made by Mr. Peruzzotti and seconded by Mr. Zezulka to adjourn at 9:23 p.m.

PASSED – UNANIMOUSLY
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<p>| 1. Para New | 536.121 | $1,177.278 |
| 2. Tech | 58.707 | $8.90 |
| 3. Cust &amp; Mailer | 530.694 | $54.84 |
| 4. Secretary | 537.441 | $697.440 |
| 5. GEA | 510.015 | $697.440 |
| 6. Transportation | 514.441.778 | Contracted Increases |
| 7. Fuel | 514.350 | |
| 8. Core MS This | 5697.440 | (highest per 3 schools open) |
| 9. 12 Art | 586.73 | |
| 10. 3 PCS Teachers | 586.373 | |
| 11. 9-12 Comp | 586.73 | |
| 12. 9-12 Art | 586.435 | |
| 13. Spring | 874.36 | |</p>
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MS Consolidation – Suggested Topics

1. Academic Programs
2. Music (Band, Chorus, Orchestra)
3. Extra-Curricular Activities/Sports
4. Transportation/Redistricting (walking distance, time on bus)
5. Security
6. Transition
7. Special Education
MEMORANDUM

To: Groton Board of Education
From: Floyd J. Dugas, Esq.
Re: Administrator’ Settlement
Date: November 18, 2011

At the request of Rita Volkman, the following is a summary of the highlights of the settlement reached with the AGSA:

1. **Wages**
   A. 2012-13 0%
   B. 2013-14 1.0%
   C. 2014-15 2.0%

2. **Insurance**
   A. Plan Design Changes:

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   B. Contributions:

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<td>2014-15</td>
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3. **Work Year**

The work year for the following positions will increase one day in 2013-14 and one day in 2014-15:

- Elementary School Principal
- High School Assistant Principal
- Middle School Assistant Principal
- Elementary School Assistant Principal
- Supervisor of Special Education
- Department Heads
- Coordinator

4. **Other**

   A. **Article VII - Delete section regarding sabbaticals.**

   B. **Clarify that an administrator on a leave of absence returns to his/her exact assignment but only if it is within the same school year.**

**Recommendation**

Given the modest wage increases and insurance savings, it is my opinion this settlement is as good or better than can be expected in arbitration, I recommend its approval.
MEMORANDUM

To: Groton Board of Education
From: Floyd J. Dugas, Esq.
Re: Non-Union Paraprofessionals
Date: November 18, 2011

As you are aware, two years ago the non-union Paraprofessionals voted to unionize, and in particular to join the existing Paraprofessional Union. There were approximately 150 employees affected approximately 127 of which are Paraprofessionals. The other are “Other Aides”, LTA’s (7), Tutors (10) and ESL (15).

The two primary concerns initially were the Union demands for health insurance for these employees, as well as bringing the non-union Paras (presently earning $10.28/hr) up to the first step rate for the contract Paras ($11.86). The final agreement contains neither of these demands, rather, brings them up to the rate for the non-union part-time Paras ($10.69), and begins to phase in a few benefits, which are identified below.

You should be aware, we are in the last year of the Paras contract. Negotiations for 2012-13 and forward will commence in the Spring. This agreement is only about integrating the previous non-union Paras (referred to in the contract as Paraprofessionals II’s) into the contract.

I. Wages

The pay rate for Paraprofessional II’s shall increase from $10.28 to $10.69/hr. effective 1/1/12

II. Insurance

No changes other than incorporating the existing benefits for LTA’s.

III. Leave

A. Holidays - None (current holidays for LTA’s incorporated).

B. Sick Leave - Paraprofessional II’s (and ESL and Tutors) shall be entitled to three (3) sick days for 2011-12, and five (5) days per year thereafter, cumulative to 50 days. LTA’s currently receive 15 days annually and that is incorporated into the agreement.

{00421707.DOCX Ver. 1}
C. Bereavement - Paraprofessional II’s, Tutors and ESL’s are now eligible for three (3) days bereavement leave.

D. Other - Most of the other changes are simply to reflect that the Paraprofessional II’s, LTA’s, Tutors and ELS Aides are now covered by the contract.

IV. Recommendations
   Given that the only material economic impact is the modest pay increase (which they would have received earlier had they not unionized) and sick days (which you are required to provide under a new state law anyway), I recommend this agreement.